

विद्यापीठ अनुदान आयोगाने दिनांक ३० जून, २०१० चे अधिसूचनेन्वये शिक्षक व समकक्ष पदावरील नियुक्त्या, सदर पदांचे किमान शैक्षणिक अर्हता, वेतनश्रेण्या, अनुषंगिक लाभ व प्रोत्साहन पर वेतनवाढी इत्यादी बाबीं संदर्भात निर्गमित केलेले निर्देश महाराष्ट्र पशु व मत्स्य विज्ञान विद्यापीठ व घटक महाविद्यालयातील शिक्षक व समकक्ष पदांना लागू करणेबाबत.

महाराष्ट्र शासन

कृषि, पशुसंवर्धन, दुग्धव्यवसाय विकास व मत्स्यव्यवसाय विभाग,
शासन निर्णय क्रमांक मपवि २०१७/प्र.क्र. ३४/म्हापसू

मंत्रालय, मुंबई - ४०००३२.

दिनांक : २७ सप्टेंबर, २०१८.

वाचा :- १) भारत सरकारच्या मनुष्यबळ विकास विभागाचे पत्र क्र १-३२/२००६-U-II/U.I(i), दि. ३१ डिसेंबर २००८.

- २) कृषि संशोधन व शिक्षण विभाग, कृषि मंत्रालय, भारत सरकारचे पत्र क्र F No (१)/२००९ per IV, दिनांक १३ मार्च २००९
- ३) विद्यापीठ अनुदान आयोगाची अधिसूचना क्र F-३.१/२००९, दि ३० जून २०१०
- ४) कृषि, पशुसंवर्धन, दुग्धव्यवसाय विकास व मत्स्यव्यवसाय विभाग शासन निर्णय क्र मपवि २०१०/प्र.क्र. ४४८/पदुम- १ (अ), दि. १५ जुलै, २०१०
- ५) भारत सरकारच्या मनुष्यबळ विकास विभागाचे पत्र क्र F. १-७/२०१०-U-II, दि. ११ मे २०१०
- ६) भारत सरकारचे राजपत्र दि. १८-२४ सप्टेंबर, २०१०
- ७) भारतीय कृषि अनुसंधान परिषद पत्र F No १(०१)/२००९-PER.IV, दि. २/०८/२०१०

प्रस्तावना -

विद्यापीठ अनुदान आयोगाने संदर्भाधीन क्र ३ येथील दिनांक ३० जून, २०१० च्या अधिसूचनेन्वये केंद्रीय विद्यापीठे व महाविद्यालय/ संस्था मधील शिक्षक व समकक्ष पदांवरील नियुक्त्या, सदर पदाची किमान शैक्षणिक अर्हता आणि उच्च शिक्षणामध्ये दर्जा कायम राखण्याकरीता उपाय योजना इत्यादी निश्चित केलेल्या आहेत. तसेच सदर पदावरील अध्यापकांच्या वेतनश्रेण्या, अनुषंगिक लाभ, प्रोत्साहनपर वेतनवाढी इत्यादी बाबतीतही निर्देश दिलेले आहेत.

२. विद्यापीठ अनुदान आयोगाची उक्त दि. ३० जून २०१० ची अधिसूचना केंद्रशासनाच्या दि १८-२४ सप्टेंबर, २०१० च्या राजपत्रात प्रसिध्द झालेली आहे. सदर अधिसूचनेतील बाबी महाराष्ट्र पशु व मत्स्य विज्ञान विद्यापीठ व घटक महाविद्यालयातील शिक्षकीय व शिक्षक समकक्ष पदांना लागू करण्याचे निर्देश भारतीय कृषि अनुसंधान परिषदेचे संदर्भाधीन अनु. क्र ७ येथील दिनांक २/०८/२०१० च्या पत्रान्वये दिलेले आहेत. त्यानुसार महाराष्ट्र पशु व मत्स्य विज्ञान विद्यापीठ व घटक महाविद्यालयातील शिक्षक व समकक्ष पदांना लागू करण्याची बाब शासनाच्या विचाराधीन होती.

शासन निर्णय -

३. विद्यापीठ अनुदान आयोगाच्या दि ३० जून, २०१० च्या अधिसूचनेतील शिफारशी/ निर्देश याबाबत साकल्याने विचार करुन या संदर्भात शासन पुढील प्रमाणे आदेश देत आहे :-

अ. क्र.	विद्यापीठ अनुदान आयोगाच्या दि. ३० जून २०१० च्या अधिसूचनेतील परिच्छेद क्र	तरतूद	शासन आदेश
१	२	३	४
१	परि. क्र. २.१.०	केंद्रशासनाच्या मनुष्यबळ विकास मंत्रालयाने दिनांक ३१ डिसेंबर, २००८ रोजी निर्गमित केलेल्या आदेशानुसार शिक्षक व समकक्ष पदांना लागू करण्यात आलेल्या सहाय्य वेतन आयोगाच्या शिफारशीनुसार सुधारीत वेतन संरचना अंमलात आणली असल्याचा उल्लेख केलेला आहे	केंद्र शासनाच्या मनुष्य बळ विकास मंत्रालयाने दि. ३१ डिसेंबर, २००८ च्या आदेशानुसार शासनाने दि. १५/०७/२०१० रोजी निर्गमित केलेले आदेश लागू राहतील
२	परि. क्र. २.२.०	विद्यापीठातील इतर शिक्षकवर्गीय पदासोबत कुलसचिव, उपकुलसचिव, सहाय्यक कुलसचिव इत्यादी पदांना केंद्रीय मनुष्य बळ विकास मंत्रालयाच्या दि. ०४ जून, २००९ च्या आदेशाप्रमाणे सुधारीत वेतन संरचना लागू केल्याचा उल्लेख करण्यात आला आहे.	कुलसचिव, उपकुलसचिव व सहाय्यक कुलसचिव यापदांची वेतन श्रेणी संदर्भात शासनाने दि. १५/०७/२०१० व दि. ०६/०७/२०१० रोजी निर्गमित केलेले आदेश लागू राहतील.
३	परि. क्र. २.३.० (२.३.१ ते २.३.३)	ग्रंथपाल व शारिरिक शिक्षण संचालक या संवर्गातील पदांना देखील सुधारित वेतन संरचना इतर शिक्षकवर्गीय पदांप्रमाणे लागू करण्याचा उल्लेख करण्यात आहे.	ग्रंथपाल व सहाय्यक प्राध्यापक (शारीरिक शिक्षण) यापदांची वेतन श्रेणी संदर्भात शासनाने दि. १५/०७/२०१० रोजी निर्गमित केलेले आदेश लागू राहतील.
४	परि. क्र. ३.०.० (३.१.० ते ३.१.०)	सहाय्यक प्राध्यापक, सहयोगी प्राध्यापक व प्राध्यापक पदांवरील नियुक्त्या व पात्रता याबाबतचा ऊहापोह केलेला आहे.	याबाबत विद्यापीठ परिनियम, २००२ मध्ये आवश्यक त्या सुधारणा करण्यात येतील.
५	परि. क्र. ४.०.० ते क्र ४.४.१	प्राध्यापक, प्राचार्य, सहयोगी प्राध्यापक, सहाय्यक प्राध्यापक या पदांवरील सरळसेवेने	याबाबत विद्यापीठ परिनियम, २००२ मध्ये आवश्यक त्या सुधारणा करण्यात येतील.

		नियुक्त्या करण्याकरीता शैक्षणिक पात्रता व इतर निकष यासंदर्भात स्पष्टीकरणात्मक आदेश दिलेले आहेत	
६	परि.क्र. ४.५.० ते ४.५.३	विद्यापीठे व महाविद्यालयातील ग्रंथपाल, उपग्रंथपाल व सहाय्यक ग्रंथपाल/ महाविद्यालयीन ग्रंथपाल या पदावरील सरळसेवेने नियुक्त्या करण्यासंदर्भातील शैक्षणिक पात्रता व इतर निकष यासंदर्भात स्पष्टीकरणात्मक आदेश दिलेले आहेत.	याबाबत विद्यापीठ परिनियम, २००२ मध्ये आवश्यक त्या सुधारणा करण्यात येतील.
७	परि. क्र. ४.६.० (४.६.१ ते ४.६.४)	शारिरिक शिक्षण व क्रिडा या संवर्गातील मधील संचालक, उपसंचालक पदावरील नियुक्त्या करण्यासंदर्भातील शैक्षणिक पात्रता व इतर निकष यासंदर्भात स्पष्टीकरणात्मक आदेश दिलेले आहेत	याबाबत सहाय्यक प्राध्यापक (शारीरिक शिक्षण) ह्या पदाबाबत विद्यापीठ परिनियम, २००२ मध्ये आवश्यक त्या सुधारणा करण्यात येतील.
८	परि. क्र. ५.०.० (५.१.० ते ५.१.७)	शिक्षकसंवर्गातील पदांच्या अनुषंगाने निवड समित्या, निवड करण्या संदर्भातील मार्गदर्शक तत्वे व इतर निकष आहेत	याबाबत विद्यापीठ परिनियम, २००२ मध्ये आवश्यक त्या सुधारणा करण्यात येतील.
९	परि. क्र. ६.०.० ६.०.१	निवड प्रक्रिया तसेच Academic Performance Indicators (API) लागू करण्याबाबत स्पष्टकरणात्मक आदेश दिलेले आहेत.	<p>6.0.0 SELECTION PROCEDURES:</p> <p>6.0.1 The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma, based on the Academic Performance Indicators (API) as provided in UGC Notification dated ३० June, २०१० Tables I to IX of Appendix III.</p> <p>In order to make the system more credible, universities may assess the ability for teaching and/or research aptitude through a seminar or lecture in a class room situation or discussion on the capacity to use latest</p>

			technology in teaching and research at the interview stage. These procedures can be followed for both direct recruitment and CAS promotions wherever selection committees are prescribed in these Regulations.
१०	परि. क्र. ६.०.२		6.0.2 The Universities shall adopt these Regulations for selection committees and selection procedures through their respective statutory bodies incorporating the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) at the institutional level for University Departments and their Constituent colleges/ affiliated colleges (Government/ Government-aided/Autonomous/ Private Colleges) to be followed transparently in all the selection processes. An indicative PBAS template proforma for direct recruitment and for Career Advancement Schemes (CAS) based on API based PBAS shall also be sent separately by the UGC to the universities. The universities may adopt the template proforma or may devise their own self-assessment cum performance appraisal forms for teachers in strict adherence to the API criteria based PBAS prescribed in these Regulations.
११	परि. क्र. ६.०.४	शिक्षक व समकक्ष पदावर मागासवर्गीय कोटयातून नियुक्त होणाऱ्या अधिकाऱ्यांबाबत निकष दिले आहेत.	याबाबत सामाजिक न्याय व विशेष सहाय्य विभाग यांचे अभिप्राय घेवून स्वतंत्र पणे शासन निर्णय निर्गमित करण्यात येईल.
१२	परि. क्र. ६.०.५		६.०.५ (i) Besides the indexed publications documented by various discipline-specific databases, the University concerned shall draw through committee(s) of subject experts and ISBN / ISSN experts: (a) a comprehensive list of National /Regional level journals of quality in the concerned subject(s); and (b) a comprehensive list of Indian language journals / periodicals / official publication volumes of language bodies and upload them on the University

			<p>website which are to be updated periodically.</p> <p>(ii) In respect of Indian language publications, equivalence in quality shall be prescribed for universities located in a State by a Co-ordination Committee of experts to be constituted by the Chancellor of the concerned State University.</p> <p>(iii) At the time of assessing the quality of publications of the candidates during their appointments/promotions, the selection committees shall have to be provided with the above two lists which could be considered by the selection committees along with the other discipline-specific databases.</p> <p>The UGC shall constitute a Committee as soon as practicable, in so far as acceptability of the (list of) Indian language journals so developed by Universities / States, to arrive at equivalence in quality of such publications with otherwise accepted and recognized journals.</p>
१३	परि. क्र. ६.०.६		<p>६.०.६ The process of selection of Associate Professor should involve inviting the bio-data with the duly filled Performance Based Appraisal System (PBAS) proforma developed by the respective universities based on the API criteria provided in this Regulation and template separately provided. Without prejudice, to the requirements provided for selection of Associate Professor under this Regulation, the prescription of research publications for promotion from the post of Assistant Professor to Associate Professor in colleges shall be as follows:</p> <p>(a) For those who possess a Ph.D. Degree, a minimum of one publication made during the period of service as Assistant Professor;</p> <p>(b) for those with a M.Phil. Degree, a</p>

			<p>minimum of two publications made during the period of service as Assistant Professor; and</p> <p>(c) for those without Ph.D. or M.Phil. degree, at least three publications during the period of service as Assistant Professor.</p> <p><i>Provided</i> that in so far as teachers in Universities are concerned, three publications shall be required to be submitted for all the three categories mentioned above for consideration of promotion from Assistant Professor to Associate Professor.</p> <p><i>Provided</i> further that such publications shall be provided to the <i>subject</i> experts for assessment before the interview and the evaluation score of the publications provided by the experts shall be factored into the weightage scores while finalizing the outcome of selection by the selection committee.</p>
१४	परि. क्र. ६.०.७		<p>६.०.७ The process of selection of Professor shall involve inviting the bio-data with duly filled Performance Based Appraisal System (PBAS) proforma developed by the respective universities based on the API criteria based PBAS set out in this Regulation and reprints of five major publications of the candidates.</p> <p><i>Provided</i> that such publications submitted by the candidate shall have been published subsequent to the period from which the teacher was placed in the Assistant Professor stage-II.</p> <p><i>Provided</i> further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation of the publications by the experts shall be factored into the weightage scores while finalizing the outcome of selection.</p>
१५	परि. क्र. ६.०.८	बाहेरील विद्याशाखेतील प्राध्यापकाची नियुक्ती करण्याबाबतचे	<p>६.०.८ याबाबत विद्यापीठ परिनियम, २००२ मध्ये आवश्यक त्या सुधारणा करण्यात येतील..</p>

		स्पष्टीकरणात्मक निर्देश दिले आहेत	
१६	परि. क्र. ६.०.९	निवड प्रक्रिया तसेच Academic Performance Indicators (API) लागू करण्याबाबत स्पष्टीकरणात्मक आदेश दिलेले आहेत.	<p>६.०.९ The Academic Performance Indicator (API) scoring system in the process of selection of Principal shall be similar to that of directly recruited College Professors. In addition, the selection committee shall assess the following dimensions with the weightages given below:</p> <ol style="list-style-type: none"> Assessment of aptitude for teaching, research and administration (२०%); Ability to communicate clearly and effectively (१०%); Ability to plan institutional programmes, analyze and discuss curriculum development and delivery, research support and college development/administration (२०%); Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a class room situation by a lecture (१०%); and Analysis of the merits and credentials of the candidates on the basis of the Performance Based Appraisal System (PBAS) proforma developed by the affiliating University based on these Regulations (deduced to ४०% of the total API score).
१७	परि. क्र. ६.०.१०		<p>६.०.१० In the selection process for posts involving different nature of responsibilities in certain disciplines/ areas, such as Music and Fine Arts, Visual arts and Performing arts, Physical education and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Regulations which need to be taken up by the concerned institution while developing API based PBAS proforma for both direct recruitment and CAS promotions.</p>

१८	परि. क्र. ६.०.११		६.०.११ The Internal Quality Assurance Cell (IQAC) shall be established in all Universities/ Colleges as per the UGC/ National Assessment Accreditation Council (NAAC) guidelines with the Vice Chancellor, as Chairperson (in the case of universities), and Principal, as Chairperson (in case of colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution including assistance in the development of the API criteria based PBAS proforma using the indicative template separately developed by UGC. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of students' assessment of individual teachers in the PBAS.
१९	परि. क्र. ६.१.०		६.१.० While the API: (a) Tables I and III of Appendix III are applicable to the selection of Professors/ Associate Professors /Assistant Professors in universities and colleges; (b) Tables IV, V and VI of Appendix III are applicable to Directors/ Deputy Directors/ Assistant Directors of Physical Education and Sports; and Tables VII, VIII and IX of Appendix III are applicable to Librarians/ Deputy Librarians and Assistant Librarians for both direct recruitment as well as Career Advancement Promotions, the ratio / percentage of minimum requirement of category-wise API Score to each of the cadres shall vary from those for university teachers and for UG/PG College Teachers, as given in these Tables of Appendix-III.
२०	परि. क्र. ६.२.०		६.२.० The minimum norms of Selection Committees and Selection Procedures as well as API score requirements for the above cadres, either through direct recruitment or through Career

			<p>Advancement Schemes Regulations, shall be similar. However, since teachers recruited directly can be from different backgrounds and institutions, Table II(c) of Appendix III provides norms for direct recruitment of teachers to different cadres, while Tables II (a) and Table II(b) provide for CAS promotions of teachers in universities and colleges respectively, which accommodate these differences.</p>
२१	परि. क्र. ६.३.०		<p>६.३.० In order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these regulations from ३१-१२-२००८ in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in universities / colleges for one year only with the minimum annual scores as depicted in Table II (a) and II (b) for university and college teachers, or by Librarian/Physical Education and Sports cadres as depicted in Tables V(a) and V (b), Tables VIII(a) and VIII (b) respectively.. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in २०१०, one year API scores for २००९-१० alone will be required for assessment. In case of a teacher being considered for CAS promotion in २०११, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period. For Category III (research and academic contributions), API scores for this category will be applied for the entire assessment period.</p>

२२	परि. क्र. ६.३.१		६.३.१ A teacher who wishes to be considered for promotion under CAS may submit in writing to the university/college, with three months in advance of the due date, that he/she fulfils all qualifications under CAS and submit to the university/college the Performance Based Appraisal System proforma as evolved by the concerned university duly supported by all credentials as per the API guidelines set out in these Regulations. In order to avoid delays in holding Selection Committee meetings in various positions under CAS, the University/College should immediately initiate the process of screening/selection, and shall complete the process within six months from the date of application. Further, in order to avoid any hardships, candidates who fulfill all other criteria mentioned in these Regulations, as on ३१ December, २००८ and till the date on which this Regulation is notified, can be considered for promotion from the date, on or after ३१ December, २००८, on which they fulfill these eligibility conditions, provided as mentioned above.
२३	परि. क्र. ६.३.२		६.३.२ Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the Regulations as per Tables II(a and b) of Appendix III or those who obtain less than ५०% in the expert assessment of the selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.
२४	परि. क्र. ६.३.३	शिक्षकसंवर्गातील पदांच्या अनुषंगाने निवड समित्या, निवड करण्या संदर्भातील मार्गदर्शक तत्वे व इतर निकष आहेत.	६.३.३ याबाबत विद्यापीठ परिनियम, २००२ मध्ये आवश्यक त्या सुधारणा करण्यात येतील..
२५	परि. क्र. ६.३.४	निवड प्रक्रिया तसेच Academic Performance Indicators (API) लागू करण्याबाबत	६.३.४ CAS promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by a "Screening cum Evaluation Committee" adhering to the

		स्पष्टकरणात्मक आदेश दिलेले आहेत.	criteria laid out as API score in PBAS in the Tables of Appendix-III.
२६	परि. क्र. ६.३.५		६.३.५ The "Screening cum Evaluation Committee" for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education from one AGP to the other higher AGP shall consist of:
२७	परि. क्र. ६.३.५.१		६.३.५.१. For University teachers: <ol style="list-style-type: none"> The Vice Chancellor as the Chairperson of the Selection Committee; The Dean of the concerned Faculty; The Head of the Department /Chairperson of the School; and One subject expert in the concerned subject nominated by the Vice Chancellor from the University panel of experts.
२८	परि. क्र. ६.३.५.२		६.३.५.२ For College teachers: <ol style="list-style-type: none"> The Principal of the college; Head of the concerned department from the college; Two subject experts in the concerned subject nominated by the Vice Chancellor from the university panel of experts;
२९	परि. क्र. ६.३.५.३		६.३.५.३ The quorum for these committees in both categories mentioned above shall be three including the one subject expert/ university nominee need to be present.
३०	परि. क्र. ६.३.६		६.३.६ The Screening cum Evaluation Committee on verification/evaluation of API score secured by the candidate through the -PBAS methodology designed by the respective university based on these Regulations and as per the minimum requirement specified: (a) in Tables II and III for each of the cadre of Assistant Professor; (b) in Tables V and VI for each of the cadre of Physical Education and Sports; and (c) in Tables VIII and IX for each of the cadre of Librarians shall recommend to the Syndicate/ Executive Council /Board of Management of the University about the suitability for the promotion of the candidate(s) under CAS for implementation.

३१	परि. क्र. ६.३.७		६.३.७ All the selection procedures outlined above, shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with PBAS scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee in the minutes.
३२	परि. क्र. ६.३.८		६.३.८ CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.
३३	परि. क्र. ६.३.९		६.३.९ The incumbent teacher must be on the role and active service of the Universities/Colleges on the date of consideration by the Selection Committee for Selection/CAS Promotion.
३४	परि. क्र. ६.३.१०		६.३.१० Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in the appropriate API system tables by submitting an application and the required PBAS proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible can also apply at a later date. In any event, the university concerned shall send a general circular twice a year calling for applications for CAS promotions from eligible candidates.
३५	परि. क्र. ६.३.११		६.३.११ In the final assessment, if the candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma or obtain less than ५०% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.
३६	परि. क्र. ६.३.१२		६.३.१२ (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of

			<p>eligibility.</p> <p>(b) If, however, the candidates find that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from that date of application fulfilling the criteria.</p> <p>(c) If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment.</p>
३७	परि. क्र. ६.४.० (६.४.१ ते ६.४.८)	विद्यापीठात कार्यरत असलेले / नव्याने नियुक्त करण्यात येणाऱ्या शिक्षकीय पदांना करिअर अँडव्हान्समेंट स्कीम (CAS) लागू करण्यासंदर्भातील निकष	<p>६.४.०. STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSORS/ ASSOCIATE PROFESSORS/ PROFESSORS</p> <p>६.४.१. Entry level Assistant Professors (Stage १) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (stage २ and Stage ३), provided they are assessed to fulfill the eligibility and performance criteria as laid out in Clause ६.३. of this Regulation.</p> <p>६.४.२. An entry level Assistant Professor, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade (stage २) after completion of four years service as Assistant Professor.</p> <p>६.४.३. An entry level Assistant Professor possessing M.Phil. Degree or post-graduate Degree in professional courses, approved by the relevant statutory body, such as LL.M. / M. Tech., etc. shall be eligible for the next higher grade (stage २) after completion of five years service as Assistant Professor.</p> <p>६.४.४. An entry level Assistant Professor who does not have Ph.D. or M.Phil, or a Master's Degree in the relevant professional course, shall be eligible for the</p>

			<p>next higher grade (stage २) only after completion of six years service as Assistant Professor.</p> <p>६.४.५. The upward movement from the entry level grade (stage १) to the next higher grade (stage २) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions laid down by the UGC in this Regulation.</p> <p>६.४.६. Assistant Professors who have completed five years of service in the second grade (stage २) shall be eligible, subject to meeting the API based PBAS requirements laid down by these Regulations, to move up to next higher grade (stage ३).</p> <p>६.४.७. Assistant Professors completing three years of teaching in third grade (stage ३) shall be eligible, subject to the qualifying conditions and the API based PBAS requirements prescribed by these Regulations, to move to the next higher grade (stage ४) and to be designated as Associate Professor.</p> <p>६.४.८. Associate Professor completing three years of service in stage ४ and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher grade (stage ५), subject to (a) satisfying the required credit points as per API based PBAS methodology provided in Table I-III of Appendix IV stipulated in these Regulations, and (b) an assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor. <i>Provided</i> that no teacher, other than those with a Ph.D., shall be promoted or appointed as Professor.</p> <p>६.४.९. Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the</p>
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			competence of the appropriate authority of the concerned University or recruiting institution based on the recommendations of selection committee(s) while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit- specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired Ph. D., M. Phil., M.Tech., etc. However, those entering service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports with post-doctoral teaching/research experience after Ph.D. and proven credentials may be eligible for discretionary award of advanced increments to be decided and recorded by the selection committee in its minutes.
३८	परि.क्र. ६.४.९ व ६.४.१०	१० टक्के प्राध्यपकांची पदे निर्माण करण्याबाबत निर्देश दिले आहे	Not applicable
३९	परि.क्र. ६.६.० (६.६.१ ते ६.६.५)	सहाय्यक ग्रंथपाल या पदांना करिअर अँडव्हान्समेंट स्कीम (CAS) लागू करण्यासंदर्भातील निकष	<p>६.६.० STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME FOR ASSISTANT LIBRARIANS, ETC.</p> <p>६.६.१ Assistant University Librarian / College Librarian in the entry level grade, possessing Ph.D. in Library Science, after completing service of four years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, shall be eligible for the higher grade (stage २).</p> <p>६.६.२ Assistant Librarian / College Librarian in the entry level grade, not possessing Ph.D. but only M.Phil. in Library Science, after completing service of five years in the</p>

			<p>lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, shall become eligible for the next higher grade (stage २).</p> <p>६.६.३ Assistant Librarian / College Librarian in the entry level grade, without the relevant Ph.D. or M.Phil. after completing six years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in these Regulations, shall become eligible for the next higher grade (stage २).</p> <p>६.६.४. On completion of service of five years, Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts and being placed in the next higher grade (stage ३), subject to their fulfilling other conditions of eligibility (such as Ph.D. Degree, etc. for Deputy Librarian) as per API scoring system based PBAS methodology laid down by the UGC for CAS promotion in these Regulations. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.</p> <p>६.६.५. After completing three years in the above grade, Deputy Librarians /equivalent positions shall move to the next higher grade (stage ४), subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology laid down by the UGC for CAS promotion in these Regulations.</p>
४०	परि.क्र. ६.७.० (६.७.१ ते ६.७.५)	शारिरिक शिक्षण व क्रिडा या पदांना करिअर अँडव्हान्समेंट स्कीम (CAS) लागू करण्यासंदर्भातील निकष	<p>६.७.० STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME FOR PHYSICAL EDUCATION AND SPORTS PERSONNEL</p> <p>६.७.१ Assistant DPE&S in the entry level grade/College DPE&S, at the entry level grade, possessing Ph.D. in Physical Education, after completing service of four years in the entry level stage (stage १), and</p>

			<p>if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations, shall become eligible for the next higher grade (stage २).</p> <p>६.७.२. Assistant DPE&S/College DPE&S in the entry level grade, possessing M.Phil. in Physical Education, after completing service of the five years in the entry level stage (stage १), and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations, shall become eligible for the next higher grade (stage २).</p> <p>६.७.३. Assistant DPE&S/ College DPE&S in the entry level grade, without the relevant Ph.D. and M.Phil. shall, after completing service of six years as Assistant DPE&S/College DPE&S in the entry level stage, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in these Regulations, shall become eligible for the next higher grade (stage २).</p> <p>६.७.४ After completing service of five years in the second stage and subject to satisfying API scoring system and PBAS methodology prescribed by the UGC in these Regulations, Assistant DPE&S (Senior Scale) / College DPE&S (Senior scale) shall be promoted to the next higher grade (stage ३). They shall be designated as Deputy DPE&S/ Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade), as the case may be.</p> <p>६.७.५. After completing service of three years in stage ३ and subject to satisfying API/ scoring system and PBAS methodology prescribed by the UGC in these Regulations, Deputy DPE&S/Assistant DPE&S (Selection Grade) College DPE&S (Selection Grade) shall move to the next higher grade (stage ४). They shall continue</p>
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			to be designated as Deputy DPE&S/ Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade).
४१	परि.क्र. ६.८.०	ग्रंथपाल व शारिरिक शिक्षण, क्रिडा या पदांना करिअर अँडव्हान्समेंट स्कीम (CAS) लागू करण्यासंदर्भातील निकष.	६.८.०. The Schedule annexed to these Regulations outlines the Pay scales, Designations and stages of promotions under CAS of incumbent and newly appointed teachers and equivalent positions in the Library and Physical Education and Sports cadres in Central Universities and colleges thereunder and Institutions deemed to be Universities whose maintenance expenditure is met by the UGC.
४२	परि. क्र. ८.० (८.१ ते ८.४.११)	शिक्षकसंवर्ग व समकक्ष पदांना विविध प्रकारच्या रजा, उदा. कर्तव्य रजा, अध्ययन रजा, अर्जित रजा, किरकोळ रजा, विशेष रजा, परावर्तीत रजा, मातृत्व /पितृत्व रजा इत्यादी देण्याबाबत स्पष्टकरणात्मक आदेश दिलेले आहेत	विद्यापीठ व त्यांच्या घटक महाविद्यालयातील शिक्षक संवर्ग व समकक्ष पदांना प्रचलित धोरणानुसार ज्या रजा अनुज्ञेय असतील त्याच रजा /सवलती लागू राहतील.
४३	परि.क्र १०.० (१०.० ते ११.१)	करिअर अँडव्हान्समेंट स्कीम (CAS) साठी पूर्वीची सेवा ग्राह्य धरण्यासंदर्भात स्पष्टकरणात्मक आदेश दिलेले आहेत	<p>१०.० COUNTING OF PAST SERVICES FOR DIRECT RECRUITMENT AND PROMOTION UNDER CAS</p> <p>१०.१. Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/ professional Organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT, etc., should be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described as per Appendix III - Table No. II provided that:</p> <p>(a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor as the case may be.</p>

			<p>(b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.</p> <p>(c) The candidate for direct recruitment has applied through proper channel only.</p> <p>(d) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.</p> <p>(e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/State Government / Central Government/ Concerned Institutions, for such appointments.</p> <p>(f) The previous appointment was not as guest lecturer for any duration, or an ad hoc or in a leave vacancy of less than one year duration. Ad hoc or temporary service of more than one year duration can be counted provided that:</p> <p>(i) the period of service was of more than one year duration;</p> <p>(ii) the incumbent was appointed on the recommendation of duly constituted Selection Committee; and</p> <p>(iii) the incumbent was selected to the permanent post in continuation to the ad hoc or temporary service, without any break.</p> <p>(g) No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private/local body/ Government), was considered for counting past services under this clause.</p>
४४	परि क्र ११.० (११.१ ते ११.५)	परिविक्षाधीन कालावधीबाबत स्पष्टकरणात्मक आदेश दिलेले आहेत	याबाबत सामान्य प्रशासन विभाग यांचे अभिप्राय घेवून स्वतंत्र पणे शासन निर्णय निर्गमित करण्यात येईल.

४५	परि.क्र. १६ (१६.१ ते १६.२)	सेवा करार व सेवाजेष्ठता निश्चिती करणेबाबत स्पष्टकरणात्मक आदेश दिलेले आहेत	याबाबत सामान्य प्रशासन विभाग यांचे अभिप्रय घेवून स्वतंत्र पणे शासन निर्णय निर्गमित करण्यात येईल.
४६	परि.क्र. १७ (I ते VII)	व्यावसायिक नितिमुल्ये संहिता बाबतचे स्पष्टकरणात्मक आदेश दिलेले आहेत	याबाबत सामान्य प्रशासन विभाग यांचे अभिप्रय घेवून स्वतंत्र पणे शासन निर्णय निर्गमित करण्यात येईल.

४. विद्यापीठ अनुदान आयोगाच्या अधिसूचनेन्वये विद्यापीठ व घटक महाविद्यालये /संस्थामधील शिक्षक व समकक्ष पदावरील नियुक्त्या, सदर पदांची शैक्षणिक अर्हता व सेवांतर्गत प्रगती योजना (Carrier Advancement Scheme) राबविण्यासाठी उक्त दि ३० जून २०१० चे अधिसूचनेमधील परि. ६.८.० मध्ये नमूद केल्या प्रमाणे सोबतच्या अनुसूची (Schedule) अन्वये केलेल्या शिफारशी/ मुद्यांबाबत साकल्याने विचार करून त्या संदर्भात शासन पुढील प्रमाणे आदेश देत आहे :-

अ.क्र.	विद्यापीठ अनुदान आयोगाच्या दि. ३० जून २०१० च्या अधिसूचनेसोबतच्या अनुसूची (Schedule) मधील क्रमांक	तरतूद	शासन आदेश
१	मुद्या क्र. १ ते ४	अनुसूचितील मुद्दा क्र १.० मध्ये अधिव्याख्याता पदावर कार्यरत असलेल्या शिक्षकांना सहाय्यक प्राध्यापक या पदानामाने संबंधण्यात यावे, मुद्दा क्र १.१ ते ४.१ पर्यंतच्या मुद्द्यांमध्ये सहाय्यक प्राध्यापक, सहयोगी प्राध्यापक व प्राध्यापक इत्यादी पदांना CAS चे लाभ कशा पध्दतीने द्यावे याबाबतचे स्पष्टीकरण दिलेले आहे. तसेच मुद्दा क्र ४.० ते ४.१ प्राध्यापक पदावर सरळसेवेने भरती झालेल्या शिक्षकांना कशा पध्दतीने वेतनश्रेण्या लागू कराव्यात याचा उहापोह केलेला आहे.	केंद्र शासनाच्या मनुष्य बळ विकास मंत्रालयाने दि. ३१ डिसेंबर, २००८ च्या आदेशानुसार शासनाने दि. १५ जुलै, २०१० रोजी निर्गमित केलेले आदेश लागू राहतील. त्यामुळे सदर मुद्यातील सर्व बाबी जशाच्या तशा लागू करण्यात येत आहेत.
२	मुद्दा क्र ६ ते ७.३ व ८ ते १०	विद्यापीठातील ग्रंथपाल, शारिरिक शिक्षण संचालक इत्यादी संवर्गातील पदांना करिअर अँडव्हान्समेंट स्कीम (CAS) लागू करण्या संदर्भातील निर्देश आहेत.	केंद्र शासनाच्या मनुष्य बळ विकास मंत्रालयाने दि. ३१ डिसेंबर, २००८ च्या आदेशानुसार शासनाने दि. १५ जुलै, २०१० रोजी निर्गमित केलेले आदेश लागू राहतील. त्यामुळे सदर मुद्यातील सर्व बाबी जशाच्या तशा लागू करण्यात येत आहेत.

५. सदर अधिसूचनेची अंमलबजावणी दि ३० जून २०१० पासून पूर्वलक्षी प्रभावाने करण्यात यावी.

६. विद्यापीठ अनुदान आयोगाच्या दि. ३० जून २०१० च्या अधिसूचनेतील परिच्छेद क्र ७.४.० मध्ये दिलेल्या निर्देशानुसार सदरहू शासन निर्णयामधील ज्या ज्या बाबी परिनियमाव्दारे लागू करण्यात येतील असे आदेश दिलेले आहेत, त्या त्या बाबींचा प्रस्ताव महाराष्ट्र पशु व मत्स्य विज्ञान विद्यापीठाने शासनास त्वरीत सादर करावा.

७. महाराष्ट्र पशु व मत्स्य विज्ञान विद्यापीठ अधिनियम १९९८, महाराष्ट्र पशु व मत्स्य विज्ञान परिनियम २००२ व सदर शासन निर्णय यांच्या तरतूदीमध्ये काही विसंगती होत असल्यास महाराष्ट्र पशु व मत्स्य विज्ञान विद्यापीठ अधिनियम १९९८ व महाराष्ट्र पशु व मत्स्य विज्ञान परिनियम २००२ मधील तरतूदी अंतीम समजण्यात येतील.

८. हे आदेश वित्त विभागाच्या अनौपचारिक संदर्भ क्र. २०१/२०१८/सेवा -९, दिनांक ४/०९/२०१८ अन्वये दिलेल्या सहमतीने निर्गमित करण्यांत येत आहे.

९. सदर शासन निर्णय महाराष्ट्र शासनाच्या www.maharashtra.gov.in या वेबसाईटवर उपलब्ध करण्यात आला असून त्यांचा संकेतांक २०१८०९२७१७४७०९४००१ असा आहे. हा आदेश डिजिटल स्वाक्षरीने साक्षांकित करून काढण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांचे आदेशानुसार व नावाने.

(विकास तु. कदम)

अवर सचिव, महाराष्ट्र शासन

प्रति,

१. मा. राज्यपाल तथा कुलपती यांचे सचिव, राजभवन, मलबार हिल, मुंबई.
२. मा. मुख्यमंत्री यांचे प्रधान सचिव, मंत्रालय, मुंबई.
३. प्रधान सचिव (कृषि), कृषि व पशुसंवर्धन, दुग्धव्यवसाय विकास व मत्स्यव्यवसाय विभाग, मुंबई.
४. मा. विरोधी पक्ष नेता, विधान सभा, विधान भवन, मुंबई
५. मा. विरोधी पक्ष नेता, विधान परिषद, विधान भवन, मुंबई
६. आयुक्त, पशुसंवर्धन, महाराष्ट्र राज्य, पुणे.
७. आयुक्त, दुग्धव्यवसाय, महाराष्ट्र राज्य, मुंबई .
८. आयुक्त, मत्स्यव्यवसाय, महाराष्ट्र राज्य, मुंबई .
९. कुलगुरु, महाराष्ट्र पशु व मत्स्य विज्ञान विद्यापीठ, नागपूर.
१०. कुलसचिव, महाराष्ट्र पशु व मत्स्य विज्ञान विद्यापीठ, नागपूर.
११. नियंत्रक (वित्त व लेखा), महाराष्ट्र पशु व मत्स्य विज्ञान विद्यापीठ, नागपूर.
१२. महालेखापाल महाराष्ट्र १/२ (लेखा परिक्षा) / (लेखा अनुज्ञेयता), मुंबई/ नागपूर.
१३. मा. मुख्य सचिव यांचे वरिष्ठ स्वीय सहायक, मंत्रालय, मुंबई.
१४. सहयोगी अधिष्ठाता, पशुवैद्यकीय /दुग्धतंत्रज्ञान/ मत्स्य विज्ञान महाविद्यालये, मुंबई / नागपूर/शिरवळ/परभणी/उद्गीर/अकोला/वरुड/ नागपूर.
१५. निवड नस्ती.